SP Goal 5 – Promote Personal Excellence, Career Development & Teamwork

APG 7 - Recognize contributions to mission success.

SP Goal 5, APG 7 Status

- Owners – DFA & CMC
- Performance Metric - Number of special awards
- FY03 Target - _____
- Current Performance – End of Tour Awards

Command Recognition Programs

- CO's Award for Exceptional Service
- SOQ/SOY
- Incentive Awards Program
- Civilian Employee of the Quarter
- "Impact NAM"
- End of Tour Award

Current Recognition Programs Pros

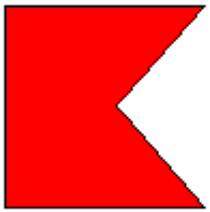
- Adequate for “Big” accomplishments.
- Provide a “Thank you” at End of Tour
- Provide Qtrly, Semi-Annual or Annual Recognition for Junior Officers, GS, and Enlisted E1 – E6
- Allow Branch Directors to formally recognize their personnel

Current Recognition Programs Cons

- Don’t allow for subordinate to senior recognition or thank you.
- Don’t cover the smaller, but still important day-to-day accomplishments & teamwork activities.
- Don’t allow for immediate, just-in-time recognition.
- Don’t allow for co-workers to recognize or award each other.
- No existing recognition program for Contract personnel.

Bravo Zulu Award System

- Provides just-in-time recognition of excellence that a command member feels has had a positive impact for the command or their work center.
- Applies to all hands, military, civilian and contract in formal and day-to-day business and performance improvement activities.



Naval Dental Center Southwest

BRAVO ZULU

Date: _____

From: _____

To: _____

Action:_____

_____

Benefit: _____

_____

_____ _____

Point Value **Signature**

BZ Award Criteria

- Actions that exceed normal expectations and significantly enhance mission accomplishment, leadership, teamwork, and personnel development, in alignment with the command’s strategic plan, and process improvement.

Granting Awards

- Day-to-day activities.
  - All hands, military or civilian at any rank can give an award to anyone up or down the chain of command.
  - Command members can cash in or redeem awards.

Granting Awards

- One chit will be allowed per accomplishment.
- To make “redemption” of the award simpler, each award chit must be validated through the Director prior to delivery to the awardee.

BZ Award Catalog

- Special Liberty (military only)
  - 12 award points per half-day
- Tangible:
  - Command Logo Sweatshirts 10 pts
  - Command Logo Sweatpants 10 pts
  - Command Logo T-Shirt 6 pts
  - Command Ball Caps 5 pts
  - Command Coffee Mug 5 pts

Granting Awards

- Award level (points) will be in compliance with the Command Special Liberty policy and may not exceed the following:
  - XO/Directors pts = 1 day spec lib
  - CMC/SEL/LCPO/LPO pts = 1/2 day lib
  - Major Process Owner (as process owner) pts = 1/2 day lib
  - Individual staff members max of two points

Additional Benefits

- BZ awards can be used in conjunction with existing programs, e.g. PFA, SOQ
- Used as input for FITREPS/EVALS
- Justification when Special Liberty requests are submitted
- Timely public recognition for displays of teamwork, initiative and hard work.

Summary

- BZ Award Program allows for immediate just-in-time recognition.
- Covers smaller, but still important day-to-day accomplishments & teamwork activities
- Allows co-workers to recognize & award each other.
- Includes Contract personnel
- Allows for subordinate to senior recognition or thank you.